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NEWARK HUMAN RIGHTS COMMISSION



1975
ANNUAL REPORT

Kenneth A. Gibson, Mayor

Earl Harris, Municipal Council President

Jesse L. Allen
Councilman — Central Ward

Sharpe James
Councilman — South Ward

Michael Bottone
Councilman — West Ward

Henry Martinez
Councilman — East Ward

Anthony Carrino
Councilman — North Ward

Donald Tucker
Councilman-at-Large

Anthony Giallano
Councilman-at-Large

Marie L. Villani
Councilwoman-at-Large

Newark Human Rights Commission

John R. Sharp, Chairman

Hugh Jackson — First Vice-Chairman

Leonard Charis — Second Vice-Chairman

Carl Peterman — Secretary

Frank Curry
Manuel Geraldo
Dr. Russell Gorge
Joseph Mangini
Isidoro L. Marrero

Jean Palumbo
Johnnie Peterson
Dr. Robert V. Small
Daniel J. Warnock
Courtney Weeks

Daniel Williams

NEWARK HUMAN RIGHTS COMMISSION

STAFF

Daniel W. Blue, Jr., Executive Director

Charlotte Adams	Pablo Jimenez
Jane Bishkoff	Kenneth Johnson
Margaret Bohannon	Theresa Johnson
Michael Bradbury	Phyllis Justice
Flavella Branham	Dora Kinchen
Carl J. Brinson	Jerilynn Mercer
Samuel H. Cleveland	Diane Mosley
Angela Corbo	Norma Nicholson
Carroll Edmonson	Adolfo Nogueras
Gloria Ellis*	Nelson Perez
Howard Eng	Justino Rosa
Leonardo Fierro*	Joseph Scrimmager
Corrado Gigante	Karen Segraves
Marie Gonzalez	Rev. Harry T. Spellman
S. Iris Gonzalez	Anne Trugman
Aida Guzman	Ronald Varela*
James W. Helper	Joseph Volker
Miriam Higgin-Botham	Coleen Williams
Hickman Holmes	Peter Zaccone

*Federally Funded

Please note that some of the above are no longer employed. Employees who worked for the Commission any part of 1975 are listed.

CHAIRMAN'S MESSAGE

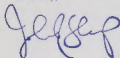
The year 1975 was again a busy and a positive one for the Commission. This, despite serious budget and resulting staff reductions. A special commendation is in order for the increased work performed by a reduced staff.

The Commission, through both staff persons and commissioners, extended its involvement in the crucial area of affirmative action this year. Through the efforts of a good staff and the Commission's affirmative action unit, the monitoring of construction projects was increased and a new vendor's plan was developed. The Commission's expanded mandate — which for the first time included specifically the rights of those discriminated against for cause of sex, marital status, age, physical or mental handicap — brought about the formation of a new Committee on the Status of Women, and special programs to alert the community to the rights of the aged and the handicapped. We look forward to the work of the new committee in the year 1976.

Of special importance was the Public Hearings on Capital Punishment. The hearing enabled the general public of the city to express their positions on this controversial and important issue. As the record shows, the Commission supported the over-whelming majority who did testify in opposition to the reinstatement of capital punishment. We will continue to work against this false solution to the problem of dealing with those who act in violent ways in our society.

It has been my privilege to serve as the chairman of the Commission for the past two years. I want to thank those members of the staff and of the Commission who helped make this year, as the last, not only a good year for us, but a great year for the cause of justice in our city. For our readers, let me close with a fitting reference from a popular tune: "we have only just begun."

Sincerely,

A handwritten signature in blue ink, appearing to read "J. Sharp". The signature is fluid and cursive, with the first letter "J" being particularly large and stylized.

John R. Sharp
Chairman

DIRECTOR'S MESSAGE

The year 1975 is now history. The Newark Human Rights Commission, with the full support of Mayor Kenneth A. Gibson and the members of the Newark Municipal Council, continued to forge ahead during the year of 1975.

Much has been accomplished; yet more needs to be done. The complaint load continues to increase, requiring the attention of our dedicated staff. The Commission has effectively provided the grievance machinery for the City of Newark to resolve discrimination problems and to promote equality of opportunity. We continue to promote and foster mutual understanding and respect among all ethnic groups in the City. Throughout the process of education and concillation, gains have been achieved to improve the conditions of people in our community.

The Commission's tasks have become increasingly complex with the expanded definition of discrimination. The numbers of sex and age discrimination complaints have greatly increased, and the concept of equal employment opportunity has been expanded through our affirmative action plan.

The Newark Human Rights Commission will continue to carry out the types of programs necessary to uphold the public policy of the City of Newark, which is to foster equal opportunity for all of its citizens.

Daniel W. Blue, Jr.
Executive Director

INTRODUCTION

1975 was a year of growth and expansion for the Newark Human Rights Commission. This report will outline the basic responsibilities and activities of the agency, and highlight the major events of the year.

The International Women's Year was more than a token commemoration for the Commission. From the February Brotherhood ceremony to the finalization of plans to establish a Committee on the Status of Women in December, the Commission worked to ensure women of all races their rightful, equal places in the Newark community. Staff members also served on a State Advisory Committee for the International Women's Year.

The Commission's affirmative action efforts expanded in 1975. The number of tax-abated construction sites monitored by the agency increased, and plans were under way to implement a new program for vendors doing business with the city.

A public hearing was held on the issue of capital punishment. Community response to this program was gratifying to the Commission. It is now projected that the Newark Human Rights Commission will conduct at least one hearing per year in the future.

The Commission is involved in many different aspects of community relations. Contacts are maintained with community organizations, and special programs are periodically sponsored. Tension situations in the City are closely watched, and when necessary, the Agency will intervene in these areas.

In short, the Newark Human Rights Commission continues to uphold its 1952 mandate to promote harmony and fight bigotry and discrimination within the City of Newark. As always, we welcome participation of community groups and individuals. For the Commission can only be as strong as the community helps it to be.

DIRECTOR'S OFFICE

The Director's Office is the center of the Newark Human Rights Commission staff operations. Through this unit it is ensured that all Commission directives and agency policies are expeditiously carried out.

Coordination of all Commission activities is important to its smooth conduct. Executive staff meetings are held at least once a week so that information, ideas, and instructions may be exchanged. Although the Agency staff is only approximately thirty strong, there are many activities at any given time. Therefore, coordination among units is essential. For this reason, monthly general staff meetings are also convened.

Through the Director's Office, open lines of communication are maintained with the Mayor, Municipal Council members and other directors. The Director also meets often with community leaders, at which time the need for agency services can be assessed. Assignments are then made to pertinent units.

Annually, an Employee of the Month committee is appointed by the Director. This group of staff members evaluates general staff performance on a monthly basis. A recommendation is submitted to the Director of an individual who has performed his or her duties in an outstanding manner during the month. After consideration of the nominee, the Employee of the Month is named. During 1975, the following staff members were chosen:

January
February
March
April
May
June
July
August
September
October
November
December

Rev. Harry T. Spellman
Diane Mosley
Charlotte Adams
Carl J. Brinson
S. Iris Gonzalez
Ann Trugman
Adolfo Noguera
Angela Corbo
Jane Bishkoff
Hickman Holmes
Samuel Cleveland
Aida Guzman

At the end of the year, the committee sets criteria and nominates an Employee of the Year. This person is chosen on the basis of year-round contribution to the agency's goals and purpose. Ms. Diane Mosley was chosen in 1975, and received a plaque at a celebration in her honor.



Diane Mosley receives Employee of the Year Award from Director Blue.

AFFIRMATIVE ACTION

Certainly, one of the most complex and tragic problems which confronts our City and our nation today is the absence of true equal employment opportunity for all people without regard to race, color, religion, sex, age or national origin. It is the policy of the City of Newark and the responsibility of its Newark Human Rights Commission, Office of Affirmative Action, to work continually toward improving recruitment, employment, development, and promotional opportunities for minorities and women.

Merely prohibiting discriminatory acts is not enough to assure truly equal employment opportunity. Only through a definite program to promote affirmative action can we live up to today's standards of equal opportunity.

In its simplest terms, affirmative action is a comprehensive effort by an employer to identify all barriers in the employment system which deny applicants and employees equal opportunity. The major responsibility of the Office of Affirmative Action is to join with employers in recognizing these barriers, identifying persons unfairly excluded or held back, and take action which would enable them to compete for jobs on an equal basis.

In 1975 the Office of Affirmative Action, 1 Lincoln Ave., Newark, was headed by James W. Heler, Compliance Officer of the City of Newark.

In September of 1975 an Ordinance was passed by the Municipal Council establishing the Affirmative Action Review Council within the Newark Human Rights Commission. The Review Council consists of 11 members appointed by the Mayor subject to confirmation by the Municipal Council. This Review Council is composed of representatives from the various trade unions, interested community groups, the City Administration and the State Housing Finance Agency appointed for staggered terms.

The Affirmative Action Review Council is the policy-making body empowered to review all construction trade-related contracts granted by the City to ensure full compliance with the Affirmative Action Plan. Upon a finding of non-compliance, the Affirmative Action Review Council shall inform the Newark Human Rights Commission and the Corporation Counsel and appropriate legal action will be taken.

The Review Council meets once a month with the staff of the Office of Affirmative Action. At this time the Affirmative Action Compliance Officer presents a written and verbal report to the Council on the Affirmative Action status of contractors being monitored by his office.

During 1975 the Office of Affirmative Action monitored thirty construction sites throughout the City. Many of these sites were long-term projects and did not reach completion during the year. However, twelve sites were completed: New Hope Village - Norfolk and West Market Streets; Court Street Apartments - Court and Broad Streets; Roberto Clemente - Shalom Towers - Clinton Avenue and Washington Street; Essex County College - West Market and High Streets; Newark Reservoir - South Orange Avenue at South 8th Street; The roof at 1 Lincoln Avenue; Symphony Hall - 1020 Broad Street; New Community housing development - Morris Avenue at So. Orange Avenue; Partitions at the Department of Health and Welfare - 2 Cedar Street; Cooper Memorial Park - Seymour Avenue; Ironbound Recreation Center - Rome Street; Sanitary Sewer - Roanoke Avenue.

All sites were monitored on the basis of a ratio of one minority journeyman out of every three journeymen hired on the job and one minority trainee per five journeymen. In the event of apprentices on the job, 50 per cent of the work must be done by minority apprentices.

The year 1975 also saw the development and finalization of the City of Newark Affirmative Action Plan for City Contracts, Leases and Franchises. This plan governs all non-construction contracts entered into by the City. Forms pertaining to a company's employment practices and to the statistical pattern of its work force are sent to all firms bidding or desiring to bid with the City's Central Purchase Division. These forms, upon completion, are returned to the Newark Human Rights Commission, Office of Affirmative Action, which has the responsibility of administering the plan. Should a company fail or refuse to complete and submit the forms, the Newark Human Rights Commission will recommend to the City that it not do business with the company. The Office of Affirmative Action evaluates the returned forms. The evaluation seeks to determine whether a company is carrying out an Affirmative Action plan in implementing its non-discriminatory policy. This plan will be effective January 1, 1976.

The City-Wide Affirmative Action Plan is Newark's plan for its municipal employees. The purpose of this City-Wide Plan is to provide the necessary machinery to establish equal employment opportunity accountability designed to protect the citizens of Newark. The plan is designed so that it will impact upon recruitment, selection, placement, promotion and transfer, training policy and procedures as well as provide a grievance procedure to reconcile employer/employee disputes as they relate to equal employment opportunity guidelines.

Responsibility for the successful implementation of the City-Wide Plan is with the Newark Human Rights Commission, Office of Affirmative Action. The City of Newark's Affirmative Action Officer will work in close co-ordination with the Personnel Director and applicable department and agency heads.

During 1975 this plan was not yet in full operation. The Office of Affirmative Action was in the process of revising parts of the plan to strengthen it and make it more effective for all municipal employees.

Mayor Gibson and Affirmative Action Review Council Chairmen tour construction site with Human Rights staff.



Groundbreaking at To-Sault Housing (left to right). Board of Education President Charles Bell; Harry Wheeler; City Council President Earl Harris; Mayor Gibson; Rev. Horace Sharper, project sponsor; Congressman Peter Rodino, Central Ward Councilman Jesse Allen, Judge Intintola.

COMPLIANCE

The Compliance Unit is the investigative arm of the Newark Human Rights Commission. The major area of responsibility of this unit is enforcement of the New Jersey Law Against Discrimination along with city ordinances prohibiting discrimination in housing and public accommodations. This unit is also empowered to enforce the City of Newark Blockbusting Ordinance.

The Community Relations Specialists in this unit investigate cases of discrimination on the basis of race, color, creed, national origin, ancestry, sex, marital status, and physical or mental handicap. The only stipulation is that the alleged discrimination had to have occurred in Newark not more than 180 days before filing of the complaint. After an intensive examination of the facts a determination of no probable or probable cause is made. If no probable cause is found the complainant and respondent are notified. The complainant is apprised of his or her option to file the grievance with the Equal Employment Opportunity Commission. If probable cause is found, again the complainant and respondent are both notified. The respondent is brought in for a conciliation conference. At this time, certain kinds of relief for the complainant (i.e. back pay, reinstatement, etc.) are negotiated. The conciliation is either successful or unsuccessful. It is unsuccessful the complainant is advised of his or her option to file with the E.E.O.C.

In order to keep abreast of the latest developments in the civil rights field and to ensure maximum relief for complainants, the Compliance Unit maintains a working relationship with the New Jersey Division on Civil Rights, the Equal Employment Opportunity Commission and the Wage and Hour Division of the Department of Labor.

The Compliance Unit is also responsible for operating a "Job Bank." The staff maintains contact with various employers, large and small, in the Greater Newark area. These companies notify the staff of openings in their work force. The specialists can then refer interested, qualified citizens in obtaining employment, and also enable businesses in our area to familiarize themselves with the work of the Newark Human Rights Commission and the interests of the Administration.

The Compliance Unit assists complainants in the resolution of their problems, whether or not they fall into the category of a discrimination complainant. The staff daily refers complainants to the appropriate agencies throughout the City of Newark and, indeed, the State of New Jersey.

The Compliance Unit is proud of the results of its case work in 1975. In one instance, the unit was successful in securing reinstatement along with a sizable back pay settlement for one client. In another case, a client received a substantial disability settlement from the Social Security Administration. Several walk-in complainants were assisted in securing apartments within public and private housing throughout the City. A complainant was also aided in the transfer of two children from Lafayette Street School to Hawkins Street School. A parent was aided in placing his son in an addiction rehabilitation center. The aforementioned cases are a sampling of the many and diverse areas in which the Compliance Unit has become significantly involved.

The staff also attended a conference co-sponsored by the International Association of Human Rights Agencies and the Law Enforcement Assistance Administration. The conference dealt with the current issues and laws surrounding discrimination and affirmative action.

ADMINISTRATION, RECORDS AND INTAKE

This unit is responsible for many of the support services necessary for the smooth operation of the agency. Here, employees' time and payroll documents are processed, and day-to-day expenditures and other budget procedures are handled.

The records section is responsible for an extensive filing system, of not only Human Rights programs and projects, but of documents detailing pertinent developments in the civil rights field. Mailing lists of community organizations and concerned individuals are constantly being updated to aid the Agency in maintaining the best community contacts possible.

The all-important clerical section is also a part of this unit. This section types all necessary work, as well as handling mass mailings of reports, notices or other materials.

During 1975, the case intake procedure underwent a major change. All forms were revised to standardize them with those employed by the New Jersey State Division on Civil Rights. The Community Relations Specialist assigned to the unit became responsible for all intake of alleged discrimination complaints, and for completing a pre-investigation analysis of each case before its assignment to an investigator.



1975 Human Rights Day Scholarship Winners



Director Blue & Esther Rolle visit the Newark Boys Chorus

COMMUNITY RELATIONS

The functions of the Community Relations Unit are broad. Its duties are basically to promote community harmony and eliminate antagonism among the many groups in the City. This is achieved through special programs maintaining good communication with community groups, intervention in tension situations and investigation of referrals and complaints.

The programs sponsored by the Commission in 1975 began with the annual Brotherhood Awards ceremony. Mayor Gibson proclaimed February 16 through 20 Brotherhood Week. During this week the Commission honored ten Newark citizens for their outstanding community service. Each awardee received a plaque commemorating his occasion and a special award was given to the widow of the late Commissioner Rafael Velez. The recipients were Leon and Bernice Crawford, Harris David, John G. Iudano, Joseph Iannuzzi, Jr., Edw. J. Leahy, Charles Meeks, Stephen G. Petella, Lucene Peterson and Matthew Russomano. Highlights of the ceremony were musical selections by the Mt. Vernon School choir, and an address by Judith Kline, state coordinator of the National Organization for Women.

The Unit held a Day of Dialogue planned by M. Aronson, an intern for the Princeton Theological Seminary. Community leaders were gathered to discuss specific problems in human relations and were addressed by Dr. David Abalos of Seton Hall University.

A Law Enforcement Seminar in August gave community persons an opportunity to meet with local law enforcement officials. Guest speakers were First Assistant Essex County Prosecutor Paul Murphy and Newark Police Director Hubert Williams.

Human Rights Day is annually celebrated in December 10 with scholarship awards to Newark High School students who have displayed an involvement in the principles of human rights. Recipients were Linda Santos of East Side, Richard McCarthy of Malcolm X Shabazz, Sharon White of Arts, Dennis Williams of West Side, Ray C. Briggs of Weequahic, Feaz Rowe of Barringer, Ruben Cordero of Vailsburg, and Shauncey Mott of Central. Three runners-up were also chosen.

Another scholarship given is a "campership" to a week-long Summer Youth Leadership Conference sponsored by the National Conference of Christians and Jews. Students chosen were Hilda Torres, Yvette Ordo, Kenneth Nevo, Margarita Ramirez, Mary Beth O'Rourke, Cyndre A. Parrish, Chico Watkins, and Joyce Perry.

On an ongoing basis, Community Relations Unit staff meet with students in each high school. The Commission is committed to the future of the youth of Newark and helping them to develop concurrent with the mandate of the Commission.

When the Division of Personnel, the Newark Human Rights Commission cosponsored an inter-agency conference. The weekend session involved staff of all city departments and agencies in workshops designed to increase cooperation and service within the city administration. Specific recommendations to the Mayor were made for improvement in operations. Follow-up meetings have been held, and implementation of a number of items has taken place.

Staff members also meet with police officers representing social religious service and fraternal organizations within the Police Department. This group known as Brotherhood in Back gives the officers an opportunity to discuss problems among groups within the Department as well as issues pertinent to law enforcement and civil rights.

Other community relations activities are routinely carried out. Because of the need for an impartial monitoring tenant elections in public housing, the Newark Human Rights Commission was selected to perform this task. In 1975 seven elections were observed and deemed valid by staff members.

Often citizens write letters with concerns or complaints to the Mayor or City Council members. When these deal with matters of human services they are referred to this agency. Specialists then contact the writer, and either alleviate the problem, or place the writer in contact with the proper authority to do so. Wax in complaints whose difficulties do not well strictly with discrimination are handled in much the same manner.

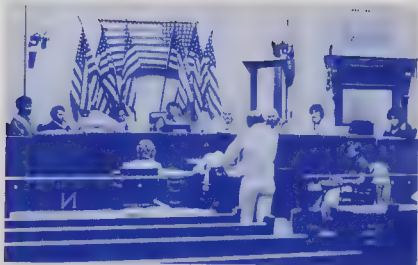
In addition, complaints of alleged police brutality are monitored by the Unit. In cooperation with the Police Department Internal Affairs Division, complaints are filed and investigated.

Tension situations can arise in the city around issues from neighborhood disputes to strikes. Community Relations staff attend demonstrations and meetings and observe the situations. Their efforts are then conciliatory and, for the most part, impartial.

Confrontations are often avoided throughout the presence of agency personnel and rumors and racial conflict are minimized. In 1975, the major situations were during the Blue Cross/Blue Shield strike and at East Side and Vauxburg High Schools. Also during the hottest periods of the summer, the unit coordinates with the Police and Fire Department Community Relations Units to notify citizens of the dangers caused by open, uncapped water hydrants.

The Community Relations Unit, as well as the entire Newark Human Rights Commission, often and regularly meets and works with a large number of community groups. Staff members also attend seminars and conferences to make them more knowledgeable of current civil and human rights developments. Listed below are just some of the activities and meetings attended in 1975:

- Board of Education meetings
- City Council meetings
- Precinct Council meetings
- United Nations/U.S.A. Newark Chapter
- Hispanic Emergency Council
- Unified Vauxburg Services Organization
- Agency Executive Forum
- Civil Service Change Coalition
- United Community Corporation
- Title I Parents Council
- FOCUS
- Puerto Rican Statede Parade
- Crispus Attucks Parade
- Tenants Council meetings
- National Conference of Christians and Jews Women's Task Force
- League of Municipalities Conference
- International Association of Official Human Rights Agencies
- National Association of Human Rights Workers
- Urban Coalition
- Newark Health Planning Conference
- American Jewish Committee
- WIN Women's Conference
- NAACP



Testimony at public hearing on capital punishment.



Mayor Gibson chats with Dr. Anna Arnold Hedgeman at the Human and Civil Rights Association Conference

BUDGETS, REPORTS, SURVEYS, CONCILIATIONS, AND PUBLIC RELATIONS

The Budgets, Reports, Surveys, Conciliations, and Public Relations Unit name is self-descriptive. This unit's responsibilities are broad, ranging from budget preparation for the agency to issuing press releases on Commission activities.

The unit's responsibility for reports and surveys include monthly reports to the Mayor, annual reports (prepared in conjunction with staff of all units), and preparation of Newark's E.E.O.-4 report to the Equal Employment Opportunity Commission.

The E.E.O.-4 is a compilation of data on every classified position in the city administration. Information on each employee's race, sex, pay rate, job category and civil service status is gathered and tabulated. Through this report, the Commission can see where in the city structure Affirmative Action plans need strong implementation regarding hiring and upward mobility of women and minorities.

Conciliation of cases is an important function of the unit. After a case of alleged discrimination is investigated and probable cause is found by the Compliance Unit, the case is assigned to this unit. The conciliator meets with both complainant and respondent in an attempt to equitably settle the complaint. A successful conciliation agreement is not considered to be an admission of discriminatory actions by the respondent. However, if a case is not conciliated, it is referred to the State Division on Civil Rights for public hearing.

During 1975, the Budgets, Reports, Surveys, Conciliations, and Public Relations Unit and the Agency were involved in three major special projects: Hearings on Capital Punishment, the establishment of the Committee on the Status of Women, and the Human and Civil Rights Association Annual Conference.

The main responsibility for the public hearing was assigned to the unit. Preliminary research on the use and history of the death penalty was collected and supplied to the Commissioners appointed by the Chairman to serve on the hearing panel. A public relations campaign, including newspaper articles, radio spots and widely distributed posters, was planned and implemented. The unit also handled speaker registration and procedural matters at the time of the two-day hearing.

Following the hearing the Budgets, Reports, Surveys, Conciliations, and Public Relations Unit gave staff support to commissioners working on compiling a report on the proceedings. The resultant report has been widely distributed and can be obtained from the agency.

The hearing allowed the Commission an opportunity to hear the opinions of a cross-section of the Newark community on this important issue. The findings of the Commission state that it "...is overwhelmingly and resolutely opposed to the reintroduction of Capital Punishment in New Jersey."

The findings cite the discriminatory application of the death penalty against minorities and the economically deprived, and state that "We are acutely aware that the economic plight of our country, the rising frustrations of our poor and unemployed, and the physical conditions of our center cities produce breeding grounds for violence and bloodshed. We see the need to banish these, the murderers of our people, if society is ever to be truly just."

The development of the Committee on the Status of Women, coupled with an ordinance revision to include sex and marital status in the law governing the Commission, was a long process. The Municipal Council appointed a special citizens committee to develop the concept of an arm of the Administration to address specific problems of women. The N.H.R.C. worked with this committee in drafting an ordinance to establish the Committee on the Status of Women as an official subcommittee of the N.H.R.C. At the end of 1975, the International Women's Year, the two ordinances had been submitted to the Municipal Council for action. (Both ordinances were adopted in early 1976.)

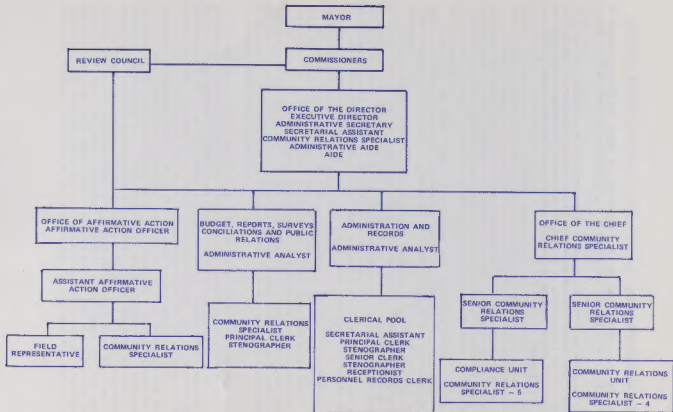
The Newark Human Rights Commission is an active member of the Human and Civil Rights Association of New Jersey. Commission Director Blue was re-elected to a second two-year term as chairman of the Association in 1975. This organization is a coalition of human and civil rights agencies and groups from throughout the state, meeting once a month to exchange ideas and information.

The Association annually holds a statewide conference. The Newark staff planned and hosted the conference this year, which was conducted for two days in October at the Robert Treat Hotel. The theme for 1975 was "The Rights of Forgotten Minorities." Keynote speaker, Dr. Anna Arnold Hedgeman, noted scholar and author, set the tone of the meetings. Eight workshops covered areas ranging from penal reform and women's rights to bilingual education and the rights of the handicapped. Awards for outstanding contributions to the field of human and civil rights were given to David

Budgets, Reports, etc. continued

Ben-Asher, former attorney with the State Division on Civil Rights; Jose Rosario, Chairman of F.O.C.U.S. in Newark; Troy Reid, State Trooper in charge of minority recruitment, and Lucille Puryear, Director of the United Community Corporation in Newark.

The Human and Civil Rights Association of New Jersey also annually holds a workshop at the League of Municipalities convention in November. In honor of International Women's Year, the 1975 session was "The Changing World and the Underestimated Woman." Participants included women from all levels of government, discussing such topics as upward mobility, civil service changes and affirmative action for women.



CASE LOAD REVIEW — 1975

Nature of Complaint	Received 1975	Previous Year	Total	Closed	Open as of 12/31/75
Employment	28	30	58	26	32
Housing	5	7	12	6	6
Police Relations	7	12	19	16	3
Blockbusting	5	6	11	5	6
Public Accommodations	3	1	4	1	3
TOTAL	48	56	104	54	50

NEWARK HUMAN RIGHTS COMMISSION

1975 OPERATING BUDGET

Salaries and Wages	\$330,848
Services by Contract or Agreement	8,050
Materials and Supplies	5,420
Equipment	-0-
Scholarships	3,000
Total Other Expenses	16,470
TOTAL	\$347,318

Three employees — one Community Relations Specialist, one Administrative Aide, and one Personnel Records Clerk were federally-funded in 1975.

WALK-IN COMPLAINTS

	<u>1974</u>	<u>1975</u>
Employment	198	257
Police Relations	78	91
Housing	158	229
Blockbusting	2	3
Public Accommodations	70	3
General Assistance and Information	85	395
Education	7	7
Welfare	45	116
Health	17	16
Legal	<u>74</u>	<u>102</u>
TOTAL	744	1,219